

April 18, 2011

Vera Todorov  
Vice President  
Association of Legal Professionals  
c/o City Attorney's Office  
200 E. Santa Clara Street  
San Jose, CA 95113

**RE: Impasse and Mediation**

Dear Ms. Todorov:

We are in receipt of the letter dated April 18, 2011, from the Association of Legal Professionals (ALP), regarding impasse. As stated during our negotiation meeting on April 14<sup>th</sup> and again reiterated in our letter dated April 15<sup>th</sup>, we believe we are at impasse with ALP. As we also indicated on April 14<sup>th</sup>, the City will present ALP's Package Proposal "B" to City Council on Tuesday, April 19<sup>th</sup>. The City is offering to participate in mediation, so please let us know prior to April 21<sup>st</sup> if ALP is willing to participate in mediation, or if you are declining to participate.

Sincerely,



Gina Donnelly  
Deputy Director of Employee Relations

c: William Clark, ALP President  
Brian Doyle, ALP Negotiation Team Member  
Michael Dodson, ALP Negotiation Team Member  
Barbara Jordan, ALP Negotiation Team Member  
Charles Sakai, City Negotiation Team Member  
Marco Mercado, City Negotiation Team Member